

FAIRNESS, RESPECT and DIVERSITY POLICY

Shooting Australia recognises that a workplace that promotes diversity and equality of opportunity will deliver superior business results and help its people achieve their full potential.

By promoting diversity in our business we will:

- have an open and trusting workplace
- generate innovative solutions and products
- attract and retain talented people now and into the future
- help our people achieve their potential and goals

Shooting Australia is therefore committed to providing an environment where people in the workplace are treated fairly, with respect and free from discrimination, harassment, bullying or victimisation.

Shooting Australia recognises that discrimination, harassment, bullying and victimisation are not only unlawful but are bad for business. SA employees who are found to unlawfully discriminate, harass, bully or victimise will be subject to the SA Disciplinary Procedure which may result in dismissal.

Shooting Australia will maintain procedures that:

- set out obligations for all Shooting Australia people especially those in supervisory and management roles who have additional responsibilities to monitor and maintain appropriate behaviours in our workplace
- defines discrimination, harassment, bullying and victimisation
- sets out the process for dealing with a complaint.

Shooting Australia will promote initiatives that support this policy. These initiatives will be based around promoting equality of opportunity, education and training, and specific measures which will form the basis of reporting to senior management, the SA Board and external regulatory authorities.

The Shooting Australia Board has established measurable objectives for promoting diversity and undertakes an annual assessment of those objectives and Shooting Australia's progress in achieving them. Further information can be found in the Shooting Australia Annual Report.